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# Changes in the Organization

The Corps of Engineers is undergoing a major reorganization for many reasons. Current events such as base realignments and closures, the end of the cold war, and increased emphasis on environmental issues impact on our mission. So do other factors including—

- Shrinking work load.
- Fewer traditional projects.
- Work force/work load imbalance.
- High overhead costs.
- Need to enhance technical expertise.

The goal is to organize the Corps into a more flexible, cost effective, competent organization that can adapt quickly to new missions and challenges.

## A TRADITION OF CHANGE

This is not the first time the Corps of Engineers has faced change. A dynamic organization, the Corps has a proud history of adapting to its changing missions.

- In 1929, under the Hoover administration, the Corps realigned its division boundaries according to river basins.
- In 1941 it added the military construction function to meet the demands of World War II and realigned its organization to delegate functions downward.



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- In the 1950s the Corps increased its staff to meet the demands of new civil works projects.
  - In 1962 the Hoelscher study transferred the Corps' military education and training functions to TRADOC.
  - In 1986 the Corps adjusted to a Department of Defense reorganization.
  - Currently, the Corps is upgrading aging water and hydropower facilities; cleaning up radioactive, hazardous, and toxic wastes; and working for other agencies.

## **WANT MORE INFORMATION?**

You and the Corps have some big decisions ahead. To help you make smart choices, we have prepared this handbook as part of an ongoing effort to keep you informed about the current reorganization.

This handbook provides general information, but doesn't provide details and can't answer every question. Your specific circumstances may be unique, and laws and regulations may govern certain situations. Your human resources office has specialists who can provide individual help.

- A companion brochure, *Why Reorganize?*, describes in detail the reasons why the Corps must reorganize. It is being mailed to all Corps employees at their home addresses.
- The Corps Reorganization Program Office is preparing these publications to help you and your family understand the changes.
- The Corps Reorganization Program Office also has a hotline that you can call with your questions and suggestions—

**(202) 504-4053.**

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- Regular Corpsmail issues of the *Reorganization Update* offer the latest news on the reorganization and answers to questions received on the reorganization hotline. If you don't have Corpsmail, check with your public affairs office to find out about the latest issue.
  - Private companies publish personnel guides that outline vital information on government employment, pay, and benefits. Your human resources office, admin office, or library may have copies.
  - Every division and district has a Reorganization Advisory Committee member to help keep you informed.

## WHAT THIS HANDBOOK DOESN'T TELL YOU

You won't find decisions on two important issues in this handbook. Decisions on **competitive areas** and **voluntary early retirement authority** will not be made until the Corps' reorganization plan is final. This information will be announced and provided to you separately.

- The regulations on **competitive areas** and reduction in force are explained on pages 44 and 45. Specifically how they will be applied and how you will be affected can only be explained in the context of a reorganization plan, which had not been decided at the time this handbook was prepared.
- **Voluntary early retirement authority** is discussed on page 60. This authority must be requested from the Office of Personnel Management but cannot be made until after the reorganization plan is announced.

We will keep you informed of the status of both competitive areas and voluntary early retirement authority.

